DOCUMENT RESUME

ED 475 798 JC 030 240

TITLE	Fiscal Year 2003 Salary Report for the Illinois Public Community Colleges.
INSTITUTION	Illinois Community Coll. Board, Springfield.
PUB DATE	2003-03-00
NOTE	41p.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Descriptive (141)
EDRS PRICE	EDRS Price MF01/PC02 Plus Postage.
DESCRIPTORS	Administration; Ancillary School Services; Budgets; College Faculty; Community Colleges; *Costs; Curriculum; *Educational Finance; Enrollment; Equipment; Expenditures; *Indirect Costs; Program Costs; Salaries; Two Year Colleges; *Unit Costs
IDENTIFIERS	*Illinois Community College System

ABSTRACT

This 2002 Unit Cost Study for the Illinois Community Colleges is part of an annual project involving the direct participation of all public community colleges in Illinois. The Study consists of basic enrollment and cost data: (1) midterm enrollments in student semester credit hours; (2) costs for direct instructional salaries; (3) direct departmental costs; and (4) direct instructional equipment costs. The unit costs are shown for a student semester credit hour. The study compares fiscal year 2002 net instructional costs with those of previous years (1997-2001), and includes the percentage change from the previous year for each of the 6 years. The average net instructional unit costs for the state in 2002 were $198.13, up 2.0% from 2001. The study also itemizes the net instructional costs by individual institution for 1997-2002. The state average cost per FTE student was (1) $5,944 for net instructional cost; (2) $6,399 for full instructional cost; and (3) $7,110 for total institutional cost. The net instructional cost by fundable instructional categories was (1) $5,889 for baccalaureate and general academic; (2) $6,234 for business occupational; (3) $7,001 for technical occupational; (4) $8,453 for health occupational; and (5) $5,624 for remedial. (Contains 14 tables.) (NB)

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Fiscal Year 2003 Salary Report
for the
Illinois Public Community Colleges

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March 2003

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HIGHLIGHTS OF THE FISCAL YEAR 2003 SALARY REPORT

1. Fiscal Year 2002 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 2001 and June 30, 2002. *(Tables 23 and 24)*

Faculty (9 and 12 month)	$63,937
Administrative (12 month)	$66,626
Other (Nonteaching) Professional (9 and 12 month)	$40,625
Classified	$28,520

2. Fiscal Year 2002 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	$ 7,879
Administrative (12 month)	$ 8,419
Other (Nonteaching) Professional (9 month)	$ 7,806
Classified (12 month)	$ 7,105

3. Fiscal Year 2003 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	$56,271
Administrative (12 month)	$68,853
Other (Nonteaching) Professional (9 month)	$54,646

4. Fiscal Year 2003 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	$477/credit hour
Full-Time Faculty Overload Rate	$610/credit hour
Full-Time Faculty Summer Rate	$718/credit hour

5. Fiscal Year 2003 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	$33,105
Master's Degree, Plus Zero Hours (5 Years Experience)	$37,757
Master's Degree, Maximum Hours (5 Years Experience)	$45,602
Doctorate Degree, Maximum Hours (Maximum Experience)	$75,695

FISCAL YEAR 2003 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2003 Salary Report* reflect the census date of October 1, 2002. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
IV Located downstate and in urbanized areas.
V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
VI City Colleges of Chicago.
VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2002 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Note that one Illinois public community college changed its name during fiscal year 2000. Southwestern Illinois College was formerly known as Belleville Area College. Individuals interested in making historical comparisons with prior editions of this report should be aware of this change.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 2003. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 2003 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Low Faculty Salaries	$15,708	$39,748	$32,269
Average Faculty Salaries	$42,209	$74,914	$56,271*
High Faculty Salaries	$56,839	$107,360	$78,045
Median Faculty Salaries	$39,635	$80,896	$51,287

*Weighted

Illinois Community College Board

Table 2

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	66	28,250	34,460	39,635	54,790	68,900	43,989
SHAWNEE	39	36,809	41,452	44,756	51,076	64,843	46,834
SOUTHEASTERN	49	33,051	40,134	43,970	52,675	65,807	46,372
SPOON RIVER	39	33,734	37,745	44,360	50,090	59,528	44,229
WOOD	47	15,708	38,295	41,858	46,681	56,839	42,289
DANVILLE	47	33,721	35,884	39,981	49,363	61,075	42,209
HIGHLAND	45	34,032	51,690	54,257	59,842	71,255	55,355
KASKASKIA	63	30,000	39,522	44,312	50,132	60,942	45,064
KISHWAUKEE	70	26,250	35,179	40,655	51,596	78,716	43,971
REND LAKE	56	33,440	38,975	45,433	54,433	61,474	46,172
SAUK VALLEY	52	28,543	38,756	43,152	48,989	65,781	44,289
ILLINOIS EASTERN	98	27,842	34,419	42,451	50,274	64,207	43,193
ILLINOIS VALLEY	78	32,682	42,250	44,650	54,750	71,884	49,267
KANKAKEE	51	30,515	45,200	54,765	69,028	94,454	56,980
LAKE LAND	102	29,248	36,138	41,325	46,358	68,963	42,230
LEWIS & CLARK	79	33,359	43,283	50,050	62,544	77,280	52,546
LOGAN	101	33,718	47,724	53,056	60,410	72,930	53,940
MC HENRY	87	32,354	44,001	52,089	64,384	77,973	54,638
BLACK HAWK	137	33,975	40,770	56,020	63,064	78,284	53,149
HEARTLAND	55	32,960	39,853	43,123	47,959	66,656	44,413
ILLINOIS CENTRAL	167	32,563	37,175	42,162	55,179	69,575	45,744
LINCOLN LAND	118	34,651	49,272	62,375	72,240	82,042	60,828
PARKLAND	172	31,661	42,001	47,641	61,881	79,917	51,544
RICHLAND	62	27,313	36,538	43,394	55,553	65,286	45,232
ROCK VALLEY	137	33,289	43,123	49,149	59,192	84,499	51,135
SOUTHWESTERN	122	34,870	41,001	44,728	52,564	85,195	48,744
ELGIN	101	36,753	61,464	80,896	90,625	92,830	74,914
MORTON	48	39,731	49,076	56,370	68,370	80,609	58,755
PRAIRIE STATE	79	23,117	44,424	50,260	65,403	87,165	53,707
SOUTH SUBURBAN	113	20,250	41,891	54,982	67,020	89,802	55,137
WAUBONSEE	77	36,613	46,613	54,474	60,739	73,008	54,636
CHICAGO	492	35,773	54,048	65,141	82,113	101,160	67,920
DUPAGE	283	38,048	51,922	71,560	79,057	88,144	67,489
HARPER	180	35,374	43,822	53,944	68,965	93,313	58,395
JOLIET	168	36,969	46,507	53,499	73,950	107,360	59,740
LAKE COUNTY	176	39,748	56,250	78,999	92,500	97,495	73,623
MORAINE VALLEY	161	32,546	36,296	42,710	62,751	90,199	49,295
OAKTON	137	36,447	52,305	62,456	87,052	96,504	67,470
TRITON	120	32,579	42,487	65,566	78,912	91,880	61,940
TOTAL/AVERAGES	4,274	$32,269	$43,127	$51,287	$62,115	$78,045	$56,271
Lowest Low/Highest High		$15,708				$107,360	

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 3

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	–	–	–	–	–	–	–
SHAWNEE	3	19,762	19,762	28,640	28,683	28,683	25,695
SOUTHEASTERN	4	34,839	35,795	37,999	45,519	51,790	40,657
SPOON RIVER	–	–	–	–	–	–	–
WOOD	2	41,189	41,189	54,106	67,022	67,022	54,106
DANVILLE	–	–	–	–	–	–	–
HIGHLAND	–	–	–	–	–	–	–
KASKASKIA	–	–	–	–	–	–	–
KISHWAUKEE	–	–	–	–	–	–	–
REND LAKE	2	37,640	37,640	38,540	39,440	39,440	38,540
SAUK VALLEY	1	68,459	68,459	68,459	68,459	68,459	68,459
ILLINOIS EASTERN	12	40,272	40,272	40,272	40,272	53,317	42,373
ILLINOIS VALLEY	4	19,926	25,463	38,025	52,540	60,030	39,002
KANKAKEE	–	–	–	–	–	–	–
LAKE LAND	–	–	–	–	–	–	–
LEWIS & CLARK	–	–	–	–	–	–	–
LOGAN	–	–	–	–	–	–	–
MC HENRY	–	–	–	–	–	–	–
BLACK HAWK	3	57,514	57,514	59,048	69,086	69,086	61,883
HEARTLAND	7	46,856	47,104	50,119	58,159	58,303	51,725
ILLINOIS CENTRAL	7	24,960	24,960	26,224	26,224	53,866	29,812
LINCOLN LAND	–	–	–	–	–	–	–
PARKLAND	–	–	–	–	–	–	–
RICHLAND	–	–	–	–	–	–	–
ROCK VALLEY	10	34,584	36,746	40,021	44,744	46,606	40,142
SOUTHWESTERN	5	30,425	37,275	54,938	55,041	67,158	48,967
ELGIN	–	–	–	–	–	–	–
MORTON	–	–	–	–	–	–	–
PRAIRIE STATE	–	–	–	–	–	–	–
SOUTH SUBURBAN	–	–	–	–	–	–	–
WAUBONSEE	–	–	–	–	–	–	–
CHICAGO	35	34,306	42,907	48,496	61,267	70,305	51,347
DUPAGE	–	–	–	–	–	–	–
HARPER	–	–	–	–	–	–	–
JOLIET	–	–	–	–	–	–	–
LAKE COUNTY	–	–	–	–	–	–	–
MORAINE VALLEY	–	–	–	–	–	–	–
OAKTON	–	–	–	–	–	–	–
TRITON	–	–	–	–	–	–	–
TOTAL/AVERAGES	95	$30,671	$32,193	$36,555	$41,029	$45,879	$45,871
Lowest Low/Highest High		$19,762				$70,305	

– = Not Applicable
SOURCE OF DATA: Salary Submission (C1)

Section II

FISCAL YEAR 2003 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 2003.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 2003 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Highest	Average
Part-time Faculty Rates	$275	$706	$477
Overload Rates (Full-time Faculty)	$275	$984	$610
Summer Term Rates (Full-time Faculty)	$350	$1,997	$718

Illinois Community College Board

Table 5

FISCAL YEAR 2003 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
SANDBURG	454	510	605
SHAWNEE	350	425	425
SOUTHEASTERN	350	775	775
SPOON RIVER	418	510	1,000
WOOD	410	500	500
DANVILLE	425	425	455
HIGHLAND	423	867	867
KASKASKIA	357	482	482
KISHWAUKEE	368	984	900
REND LAKE	378	725	725
SAUK VALLEY	415	500	575
IL EASTERN	275	275	375
ILLINOIS VALLEY	425	425	500
KANKAKEE	450	572	609
LAKE LAND	500	545	545
LEWIS & CLARK	512	512	512
LOGAN	504	536	636
MCHENRY	470	476	476
BLACK HAWK	501	730	730
HEARTLAND	565	650	650
ILLINOIS CENTRAL	533	640	640
LINCOLN LAND	433	641	641
PARKLAND	695	705	770
RICHLAND	434	509	739
ROCK VALLEY	498	520	691
SOUTHWESTERN	472	713	713
ELGIN	575	675	775
MORTON	533	533	533
PRAIRIE STATE	390	600	350
SOUTH SUBURBAN	397	773	850
WAUBONSEE	485	607	678
CHICAGO	592	818	1,997
DUPAGE	668	693	1,654
HARPER	620	640	1,000
JOLIET	476	568	568
LAKE COUNTY	625	650	650
MORAINE VALLEY	475	865	1,211
OAKTON	706	645	645
TRITON	461	590	741
AVERAGES	$477	$610	$718

DNA - Data Not Available
SOURCE OF DATA: Salary Submission(C2)

Section III

SALARIES BASED ON FISCAL YEAR 2003 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 2003 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate degree with maximum hours.

Table 7 provides the fiscal year 2003 salary schedule salaries at each community college in Illinois. These salaries are based on the **salary schedules** at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 2003 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	District Range High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$27,255	$39,748	$33,105
Master's Degree, Plus Zero Hours (5 Years Experience)	$32,397	$48,314	$37,757
Master's Degree, Maximum Hours (5 Years Experience)	$32,418	$68,105	$45,602
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	$40,883	$103,386	$75,695

Illinois Community College Board

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2003

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Degree Max. Hours Max. Exp.
SANDBURG	31,510	N/A	N/A	N/A
SHAWNEE	34,814	38,676	43,960	68,675
SOUTHEASTERN	32,461	36,002	41,116	65,807
SPOON RIVER	31,463	32,397	38,055	72,899
WOOD	30,799	34,004	38,085	62,482
DANVILLE	34,000	N/A	N/A	51,259
HIGHLAND	N/A	N/A	N/A	N/A
KASKASKIA	29,912	33,752	41,512	62,642
KISHWAUKEE	N/A	N/A	N/A	N/A
REND LAKE	33,440	36,440	41,955	62,919
SAUK VALLEY	27,255	32,418	32,418	65,781
ILLINOIS EASTERN	28,900	N/A	N/A	70,420
ILLINOIS VALLEY	33,350	36,400	43,850	71,800
KANKAKEE	28,486	33,832	41,160	82,134
LAKE LAND	30,888	33,513	34,684	40,883
LEWIS & CLARK	36,540	39,924	43,601	71,315
LOGAN	33,718	38,948	45,801	72,930
MC HENRY	32,354	40,119	52,737	77,973
BLACK HAWK	32,233	36,767	40,849	69,150
HEARTLAND	32,623	36,373	37,873	44,623
ILLINOIS CENTRAL	31,415	N/A	68,105	68,105
LINCOLN LAND	34,651	36,037	41,717	82,042
PARKLAND	31,661	34,001	36,900	73,997
RICHLAND	28,201	33,009	40,947	65,286
ROCK VALLEY	33,289	N/A	N/A	74,380
SOUTHWESTERN	37,962	42,016	45,791	69,607
ELGIN	36,753	43,368	59,107	92,830
MORTON	37,521	43,287	49,101	81,609
PRAIRIE STATE	34,138	36,046	45,409	89,645
SOUTH SUBURBAN	30,044	37,207	45,555	89,802
WAUBONSEE	34,628	41,695	47,766	78,665
CHICAGO	34,231	40,821	55,826	103,386
DUPAGE	36,749	40,750	55,431	88,144
HARPER	34,277	38,880	54,623	93,313
JOLIET	36,969	41,608	47,747	85,940
LAKE COUNTY	39,748	48,314	59,626	97,495
MORAINE VALLEY	31,908	35,618	39,647	90,199
OAKTON	33,430	38,498	47,707	95,004
TRITON	32,579	37,498	46,202	91,880
AVERAGES	$33,105	$37,757	$45,602	$75,695

N/A = Not Applicable
SOURCE OF DATA: Salary Submission (C2)

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 2003

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-nine public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 2003

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	30	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	15	20	15
Average Weekly Office/Academic Advising Hours	4	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	52	34

Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2002

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Length of Academic Year - in Weeks	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
SANDBURG	30	15	5	30	Yes	Yes	3	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	–	5	–	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	–	8	45	Yes	Yes	2	Yes	Yes	IEA/NEA
WOOD	30	15	8	30	Yes	Yes	3	Yes	Yes	IFT
DANVILLE	30	15	10	35	Yes	Yes	2	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	N/A*	N/A*	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	Yes	Yes	4	No	Yes	IFT/AFT
REND LAKE	32	18	5	36	Yes	No	N/A*	Yes	Yes	AFL-CIO
SAUK VALLEY	30	15	10	34	Yes	Yes	2	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	–	5	39	Yes	Yes	3	No	Yes	IEA/NEA
ILLINOIS VALLEY	30	–	8	32	Yes	Yes	4	Yes	Yes	AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	AFT/AFL-CIO
LAKE LAND	30	–	5	30	Yes	Yes	4	Yes	Yes	AFL-CIO
LEWIS & CLARK	30	15	10	32	Yes	Yes	5	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA
MC HENRY	–	15	5	30	Yes	Yes	4	Yes	Yes	IEA/NEA
BLACK HAWK	30	16	5	52	Yes	yes	4	Yes	Yes	IFT/AFT
HEARTLAND	30	15	8	32	Yes	Yes	3	No	Yes	IFT/AFT
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	4	Yes	Yes	Faculty Forum
LINCOLN LAND	30	15	6	32	Yes	Yes	4	Yes	Yes	IFT/AFT
PARKLAND	32	16	5	32	Yes	Yes	5	Yes	Yes	Employees Association
RICHLAND	30	15	5	32	Yes	Yes	4	Yes	Yes	IFT
ROCK VALLEY	32	16	–	39	Yes	Yes	4	Yes	Yes	IFT
SOUTHWESTERN	30	15	10	36	Yes	Yes	4	Yes	Yes	AFL-CIO
ELGIN	30	15	10	32	Yes	Yes	2	Yes	Yes	IFT
MORTON	30	15	6	36	Yes	Yes	3	Yes	Yes	Local 1600, AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	AFL-CIO
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	4	Yes	Yes	AFT
WAUBONSEE	30	15	5	32	Yes	Yes	2	Yes	Yes	AFT
CHICAGO	30	15	4	36	Yes	Yes	4	Yes	Yes	Local 1600 AFT
DUPAGE	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	4	Yes	Yes	IFT/AFT
JOLIET	30	15	15	30	Yes	Yes	3	Yes	Yes	Local 604, AFT
LAKE COUNTY	30	15	10	34	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAINE VALLEY	30	–	4	34	Yes	Yes	4	Yes	Yes	CCTU/IFT/AFT
OAKTON	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	15	5	32	Yes	Yes	5	Yes	Yes	Cook County College Teachers Union
TOTALS/AVERAGES	30	15	7	34	N= 0 Y=39	N= 1 Y=37 N/A=1	1= 0 2= 5 3= 15 4= 14 5=3 N/A=2	N= 3 Y=36	N= 0 Y=39	IEA/NEA=12 IFT/AFT=20 AFL-CIO=3 Fac Assoc/Teachers' Union = 3 Local = 1

* Not Available (still under negotiations)

SOURCE OF DATA: Salary Submission (C2)

Section V

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 2003 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional/ technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $54,646. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $40,927.

Table 10

SUMMARY OF FISCAL YEAR 2003 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low -	High	Average
Lowest Salaries (9 month)	$13,736	$68,218	$35,060
Lowest Salaries (12 month)	$12,000	$32,732	$22,364
Average Salaries (9 month)	$20,463	$80,311	$54,646*
Average Salaries (12 month)	$29,448	$49,945	$40,927*
Highest Salaries (9 month)	$21,473	$101,160	$62,916
Highest Salaries (12 month)	$29,448	$120,884	$68,181
Median Salaries (9 month)	$21,473	$83,242	$47,884
Median Salaries (12 month)	$28,288	$49,101	$36,088

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

		RANGE OF SALARIES					
DISTRICT/COLLEGE	NUMBER OF STAFF	LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	5	34,460	40,260	45,570	52,290	52,290	44,974
SHAWNEE	---	---	---	---	---	---	---
SOUTHEASTERN	2	44,269	44,269	50,317	56,364	56,364	50,317
SPOON RIVER	1	49,857	49,857	49,857	49,857	49,857	49,857
WOOD	2	21,834	21,834	23,385	24,935	24,935	23,385
DANVILLE	2	19,503	19,503	30,836	42,168	42,168	30,836
HIGHLAND	---	---	---	---	---	---	---
KASKASKIA	4	39,512	40,472	43,362	48,662	52,032	44,567
KISHWAUKEE	12	16,275	33,943	42,916	47,059	62,344	40,439
REND LAKE	---	---	---	---	---	---	---
SAUK VALLEY	2	45,215	45,215	45,965	46,715	46,715	45,965
ILLINOIS EASTERN	2	20,600	20,600	23,732	26,863	26,863	23,732
ILLINOIS VALLEY	---	---	---	---	---	---	---
KANKAKEE	---	---	---	---	---	---	---
LAKE LAND	16	24,150	26,135	33,638	39,480	59,282	34,125
LEWIS & CLARK	---	---	---	---	---	---	---
LOGAN	2	43,966	43,966	44,837	45,708	45,708	44,837
MC HENRY	12	26,500	36,593	58,237	74,796	77,973	54,703
BLACK HAWK	12	22,555	29,617	35,944	59,048	69,150	43,059
HEARTLAND	3	18,443	18,443	21,473	21,473	21,473	20,463
ILLINOIS CENTRAL	3	53,375	53,375	54,692	62,856	62,856	56,974
LINCOLN LAND	5	13,736	27,472	37,879	39,043	53,343	34,295
PARKLAND	2	28,143	28,143	30,872	33,601	33,601	30,872
RICHLAND	---	---	---	---	---	---	---
ROCK VALLEY	1	68,218	68,218	68,218	68,218	68,218	68,218
SOUTHWESTERN	3	37,962	37,962	39,985	52,456	52,456	43,468
ELGIN	9	55,437	76,709	83,242	89,691	92,830	80,311
MORTON	---	---	---	---	---	---	---
PRAIRIE STATE	---	---	---	---	---	---	---
SOUTH SUBURBAN	14	34,441	46,743	53,832	70,270	86,851	58,093
WAUBONSEE	4	35,620	36,702	39,739	44,731	47,766	40,716
CHICAGO	16	42,659	51,579	53,743	69,464	101,160	60,329
DUPAGE	29	36,749	50,513	76,611	88,144	88,144	70,182
HARPER	20	35,374	41,147	45,238	56,049	90,420	50,400
JOLIET	---	---	---	---	---	---	---
LAKE COUNTY	18	43,774	53,878	65,289	87,761	97,495	68,973
MORAINE VALLEY	17	24,627	28,901	44,391	60,679	80,613	46,340
OAKTON	16	43,774	52,563	82,433	95,004	96,504	75,370
TRITON	12	35,712	48,206	62,409	75,663	85,146	61,713
TOTAL/AVERAGES	246	$35,060	$40,442	$47,884	$56,174	$62,916	$54,646
Lowest Low/Highest High		$13,736				$101,160	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	58	13,020	24,400	28,855	33,070	62,070	29,448
SHAWNEE	38	12,000	28,573	29,563	33,939	48,030	30,921
SOUTHEASTERN	13	15,973	23,000	28,288	41,166	54,594	31,645
SPOON RIVER	32	19,490	27,408	31,054	35,484	55,360	32,395
WOOD	38	18,720	24,956	30,051	34,782	49,538	31,040
DANVILLE	34	21,630	25,514	28,948	35,363	47,411	30,733
HIGHLAND	24	22,068	28,169	30,790	35,170	42,000	31,887
KASKASKIA	5	26,202	28,763	29,583	31,277	39,566	31,078
KISHWAUKEE	48	20,744	29,955	34,424	42,234	66,800	37,280
REND LAKE	63	20,010	26,208	29,260	33,440	52,250	30,321
SAUK VALLEY	24	29,750	32,565	34,294	41,539	57,821	37,619
ILLINOIS EASTERN	102	16,000	24,982	30,924	37,548	78,043	32,528
ILLINOIS VALLEY	52	17,930	25,376	35,754	38,606	63,613	33,388
KANKAKEE	51	19,284	28,343	32,584	39,281	63,094	33,913
LAKE LAND	63	16,053	28,350	34,625	42,885	61,905	35,920
LEWIS & CLARK	64	18,104	26,209	31,204	39,404	80,125	34,478
LOGAN	88	25,891	30,424	33,813	39,989	71,577	36,610
MC HENRY	92	26,575	31,022	34,838	40,559	62,717	37,062
BLACK HAWK	144	27,144	34,122	39,261	48,267	78,597	42,275
HEARTLAND	43	24,411	30,274	33,367	36,542	47,483	34,041
ILLINOIS CENTRAL	137	19,469	30,100	35,028	45,297	67,690	37,623
LINCOLN LAND	95	16,323	30,800	36,041	41,042	55,885	36,348
PARKLAND	130	23,890	31,609	38,392	46,653	77,388	40,280
RICHLAND	30	22,360	25,500	29,954	32,938	76,314	32,443
ROCK VALLEY	55	28,821	34,088	42,263	52,008	77,414	44,879
SOUTHWESTERN	83	24,986	36,036	44,000	56,784	100,754	48,102
ELGIN	66	26,494	39,378	45,706	53,394	81,801	47,042
MORTON	29	24,997	32,378	35,261	41,754	66,505	37,909
PRAIRIE STATE	37	20,834	30,076	36,322	42,613	81,344	38,011
SOUTH SUBURBAN	50	15,966	28,865	31,660	40,463	69,307	34,989
WAUBONSEE	51	28,000	33,530	39,857	50,470	69,967	42,775
CHICAGO	356	19,103	39,835	47,219	55,888	120,884	48,203
DUPAGE	289	22,425	39,024	45,727	54,580	89,449	47,439
HARPER	166	32,550	41,624	49,101	57,983	77,158	49,945
JOLIET	29	28,451	34,341	38,458	44,107	52,972	40,074
LAKE COUNTY	107	25,657	31,363	36,867	41,742	73,688	37,434
MORAINE VALLEY	121	20,696	34,160	41,096	49,285	77,325	42,957
OAKTON	93	32,732	40,273	48,316	55,665	78,170	48,863
TRITON	72	27,456	37,111	44,692	51,692	82,435	46,152
TOTAL/AVERAGES	3,072	$22,364	$30,992	$36,088	$42,946	$68,181	$40,927
Lowest Low/Highest High		$12,000				$120,884	

SOURCE OF DATA: Salary Submission (C1)

Section VI

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 2003. The weighted average administrative staff salary ranged from a low of $42,230 to a high of $94,642. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2003 salaries; and the median fiscal year 2003 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 2003 was $68,853. The lowest reported administrative salary was $19,760 and the highest was $216,000. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 2002 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range Low	- High	State Average
Lowest Administrative Salaries	$22,016	$ 64,380	$ 39,135
Average Administrative Salaries	$41,066	$ 92,701	$ 66,327*
Highest Administrative Salaries	$81,815	$194,400	$130,404
Median Administrative Salaries	$37,691	$ 94,428	$ 61,864

*Weighted

Table 14

FISCAL YEAR 2003 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	23	35,920	47,290	54,970	70,510	117,500	59,750
SHAWNEE	19	30,671	43,618	51,693	56,500	128,467	56,628
SOUTHEASTERN	25	23,909	40,000	46,114	60,496	93,600	49,964
SPOON RIVER	13	39,596	44,004	56,650	68,567	109,074	59,509
WOOD	30	36,113	42,874	51,637	62,350	123,383	55,906
DANVILLE	36	28,907	40,385	51,860	64,191	125,157	55,392
HIGHLAND	25	27,000	45,150	52,500	68,250	137,391	58,447
KASKASKIA	50	19,760	29,064	39,517	49,852	120,000	42,230
KISHWAUKEE	16	42,000	55,394	67,950	87,850	136,500	73,431
REND LAKE	27	35,530	39,710	56,500	65,103	120,175	57,986
SAUK VALLEY	21	46,203	53,447	65,232	73,251	137,799	67,969
ILLINOIS EASTERN	33	29,684	42,455	53,566	78329	132996	61,501
ILLINOIS VALLEY	25	36,810	49,716	56,299	71,413	130,294	62,201
KANKAKEE	64	28,761	35,772	47,611	66,572	126,850	54,624
LAKE LAND	18	40,517	54,293	69,244	87,098	177,570	74,256
LEWIS & CLARK	48	30,600	41,070	50,040	73,947	148,502	60,221
LOGAN	42	37,138	46,299	57,368	70,891	139,205	61,743
MC HENRY	42	41,314	56,839	68,165	83,356	112,895	71,469
BLACK HAWK	9	66,073	76,174	89,990	97,484	133,600	90,635
HEARTLAND	33	37,672	50,071	59,136	69,263	130,656	63,750
ILLINOIS CENTRAL	30	37,796	62,519	71,151	85,938	124,704	71,661
LINCOLN LAND	62	38,101	46,000	58,542	67,302	120,000	60,307
PARKLAND	38	30,055	57,799	67,360	88,051	183,663	73,654
RICHLAND	31	36,000	45,789	60,320	70,530	124,696	60,328
ROCK VALLEY	42	39,658	50,587	61,678	80,000	147,900	66,771
SOUTHWESTERN	23	45,860	61,998	73,500	93,662	117,538	77,450
ELGIN	50	40,049	55,091	70,410	84,999	139,900	72,769
MORTON	13	56,172	65,282	67,742	84,885	105,000	72,586
PRAIRIE STATE	27	40,170	45,527	62,715	73,876	120,750	63,096
SOUTH SUBURBAN	30	47,822	56,118	71,655	83,832	120,665	73,378
WAUBONSEE	28	56,000	66,038	72,681	82,295	140,000	77,888
CHICAGO	118	43,367	71,800	80,508	95,641	216,000	87,940
DUPAGE	44	34,932	81,236	96,302	103,079	188,870	94,642
HARPER	40	61,270	81,892	87,800	104,150	185,192	93,978
JOLIET	67	41,350	49,399	55,327	72,115	146,127	62,310
LAKE COUNTY	57	45,427	54,603	70,152	89,000	174,354	74,938
MORAINE VALLEY	27	55,146	64,100	78,568	87,750	183,081	82,991
OAKTON	31	63,500	72,657	85,530	102,710	177,766	90,411
TRITON	32	45,900	56,864	71,607	84,437	133,640	72,760
TOTALS/AVERAGES	1,389	$40,327	$53,306	$64,348	$78,449	$139,268	$68,853
Lowest Low/Highest High		$19,760				$216,000	

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

A summary of the fiscal year 2003 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 2003. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 2003 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State* Average
District Executive Officer	$93,600	$216,000	$138,980
Chief Campus Administrator	$92,916	$142,360	$123,326
Chief Finance Officer	$56,500	$133,424	$93,946
Chief Academic Officer	$72,292	$144,557	$99,981
Student Services Officer	$45,802	$114,881	$87,039
Dean-Baccalaureate Education	$54,000	$104,398	$82,295
Dean-Occupational/Career Education	$52,700	$92.034	$77,574
Dean-Continuing Education	$34,820	$88,739	$71,305
Director-Data Processing/Info Technology	$51,900	$148,502	$87,275
Director-Research & Planning	$38,675	$111,551	$66,792
Director-Admissions and Records	$39,029	$90,832	$60,997
Director-Counseling	$46,795	$92,337	$64,645
Director-Financial Aid	$39,983	$96,655	$56,170
Director-Job Placement	$30,102	$73,500	$49,565
Director-Student Activities	$36,000	$85,530	$57,474
Director-Library/LRC	$36,377	$115,468	$59,298
Director-Development/Grants	$42,874	$107,860	$64,669
Director-Public Information/Relations	$30,671	$106,977	$59,867
Director-Personnel/Human Resources	$38,204	$143,181	$71,805
Director-Business Services	$36,824	$94.377	$65,315
Director-Physical Facilities/Grounds	$39,596	$132,192	$69,584
Director-Adult Education	$36,810	$98,487	$64,737
Director-Athletics	$30,055	$102,566	$59,260
Controller	$36,000	$90,267	$68,499
Director-Business/Industry Center	$42,000	$85,490	$61,950

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	117,500	1	0	1									88,560	1	13	2
SHAWNEE	128,467	1	6	1					56,500	1	19	4	88,260	1	15	2
SOUTHEASTERN	93,600	1	37	1					63,000	1	3	4	76,065	1	2	2
SPOON RIVER	109,074	1	2	1					86,417	1	7	2	80,340	1	1	2
WOOD	123,383	1	6	1					84,530	1	5	2				
DANVILLE	125,157	1	3	1					76,871	2	8	2	95,622	1	5	6
HIGHLAND	137,391	1	0	1					68,000	1	1	2	81,815	1	7	2
KASKASKIA	120,000	1	1	1					76,293	1	4	2	88,749	1	1	2
KISHWAUKEE	136,500	1	2	1					90,600	1	25	2	82,450	2	2	2
REND LAKE	120,175	1	12	1					97,185	1	11	2				
SAUK VALLEY	137,799	1	16	1					82,970	1	3	2	97,275	1	3	2
ILLINOIS EASTERN	132,996	1	7	1	97,619	4	6	2	80,125	1	1	3	72,292	4	5	4
ILLINOIS VALLEY	130,294	1	6	1					82,399	1	3	2	99,900	1	6	2
KANKAKEE	126,850	1	2	1					89,398	1	1	2	106,650	1	12	2
LAKE LAND	177,570	1	14	1					87,098	1	2	2	88,500	1	0	2
LEWIS & CLARK	142,425	1	11	1					90,000	1	5	2	110,000	1	10	2
LOGAN	139,205	1	2	1					107,524	1	2	2	95,183	1	2	2
MC HENRY	112,895	1	3	2					107,212	1	2	2	101,030	1	4	3
BLACK HAWK	133,600	1	2	1	92,916	1	2	2	103,152	1	6	2	97,484	1	2	2
HEARTLAND	130,656	1	11	1					102,331	1	6	2	98,000	1	1	2
ILLINOIS CENTRAL	124,704	1	2	1					101,880	1	1	2	101,880	1	0	2
LINCOLN LAND	120,000	1	0	1					97,671	1	3	2	95,288	1	2	2
PARKLAND	183,663	1	12	1					102,278	1	11	2	136,435	1	33	2
RICHLAND	124,696	1	1	1					86,779	1	4	2				
ROCK VALLEY	147,900	1	5	1					101,978	1	7	3	100,000	1	0	2
SOUTHWESTERN	117,538	1	5	1					108,345	1	4	2	106,155	1	1	2
ELGIN	139,900	1	4	1					112,289	1	3	2	119,635	1	5	2
MORTON	105,000	1	0	1					84,885	1	2	2	90,000	1	0	2
PRAIRIE STATE	120,750	1	2	1					85,674	1	3	2	107,144	1	5	2
SOUTH SUBURBAN	115,500	1	2	1					70,284	1	1	4	120,665	1	10	2
WAUBONSEE	140,000	1	13	1					121,325	1	4	2	108,000	1	7	2
CHICAGO	216,000	1	25	1	142,360	7	23	2					144,557	2	26	2
DUPAGE	188,870	1	8	1					124,210	1	2	2	103,500	1	1	2
HARPER	185,192	1	5	1					133,424	1	6	2	120,750	1	1	2
JOLIET	146,127	1	4	1					105,667	1	1	2	105,667	1	3	2
LAKE COUNTY	174,354	1	13	1					110,000	1	0	2	130,893	1	26	2
MORAINE VALLEY	183,081	1	11	1					87,750	1	6	2	123,729	1	8	2
OAKTON	177,766	1	7	1					113,158	1	1	2	110,043	1	1	2
TRITON	133,640	1	1	1					113,880	1	4	2	82,809	1	0	2
NUMBER OF PERSONS	39				12				38				41			
AVERAGES	$138,980				$123,326				$93,946				$99,981			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	84,220	1	3	2					52,700	1	13	3	73,140	1	10	4
SHAWNEE	84,054	1	2	2									54,600	1	2	4
SOUTHEASTERN	75,000	1	6	2					57,000	1	1	3	56,650	1	1	4
SPOON RIVER	68,567	1	12	3									76,976	1	26	2
WOOD	84,608	1	14	2												
DANVILLE	79,991	1	0	2	60,692	2	0	4	71,698	1	0	4	34,820	1	1	6
HIGHLAND	77,700	1	2	2	71,400	1	2	4	72,622	1	6	4				
KASKASKIA	45,802	1	4	6	62,280	1	1	4	55,826	1	7	4	62,280	1	1	4
KISHWAUKEE	93,800	1	22	2	54,000	1	1	3	66,982	2	6	3	80,300	1	22	2
REND LAKE	84,123	1	3	2												
SAUK VALLEY	85,831	1	7	2	66,300	1	1	3	73,251	1	3	3	71,610	1	13	3
ILLINOIS EASTERN	51,242	2	7	4					79,661	1	24	3	57,976	1	5	3
ILLINOIS VALLEY	81,038	1	5	2	79,806	1	1	3					56,719	1	1	4
KANKAKEE	78,320	1	0	4	76,000	1	2	3					64,500	1	6	3
LAKE LAND	112,455	1	2	2	104,178	1	1	4	72,000	1	1	4				
LEWIS & CLARK	98,000	1	10	2									75,105	1	5	3
LOGAN	99,883	1	3	2									83,356	1	25	4
MC HENRY	100,048	1	0	3	96,047	1	2	3	89,250	1	0	4				
BLACK HAWK					78,165	2	1	4					76,174	1	2	4
HEARTLAND	91,230	1	10	3									64,400	1	3	2
ILLINOIS CENTRAL	86,528	1	8	3	89,085	1	8	4								
LINCOLN LAND	95,288	1	4	2									62,687	1	3	3
PARKLAND	89,967	1	23	2					88,051	1	5	4	88,739	1	18	3
RICHLAND	99,196	1	14	2	66,100	2	0	4	64,861	1	2	4				
ROCK VALLEY	80,000	1	0	4	80,000	1	0	4	80,000	1	0	4	80,000	1	0	4
SOUTHWESTERN	93,662	1	22	2	104,398	1	24	4	75,600	1	0	4	45,860	1	8	4
ELGIN	97,058	1	4	4					68,224	1	2	4	67,742	1	10	4
MORTON	68,224	1	7	2					69,976	2	0	3	74,428	1	3	2
PRAIRIE STATE	74,428	1	17	2	73,876	1	4	3	80,624	1	1	4				
SOUTH SUBURBAN	87,444	1	2	2	73,025	1	1	4	61,650	1	1	3	69,055	1	2	4
WAUBONSEE	75,960	1	15	3	68,144	1	5	3								
CHICAGO	86,708	7	18	3-4	90,920	12	12	3-4	90,017	9	14	3-4	79,364	5	12	4
DUPAGE	113,972	1	7	2	92,375	1	2	4					79,957	1	1	4
HARPER	114,881	1	16	2					92,034	1	0	4	85,465	1	16	3
JOLIET	105,667	1	5	2												
LAKE COUNTY	110,109	1	5	2									85,682	1	2	4
MORAINE VALLEY	101,850	1	1	2	95,644	1	34	4	85,682	1	2	4	85,412	1	16	4
OAKTON	107,000	1	0	4									71,321	1	2	4
TRITON	81,402	1	5	4	92,796	1	4	4								
NUMBER OF PERSONS	45				35				31				32			
AVERAGES	$87,039				$82,295				$77,574				$71,305			

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG									70,510	1	23	4				
SHAWNEE	54,300	1	1	4					48,967	1	13	4	46,795	3	11	4
SOUTHEASTERN	54,600	1	7	6					49,149	1	6	6	60,496	1	8	4
SPOON RIVER					40,000	1	0	3								
WOOD	62,815	1	5	4	56,685	1	3	4	48,495	1	17	4				
DANVILLE	54,109	1	6	6	46,296	1	4	4	50,103	1	5	4	53,916	1	10	6
HIGHLAND	52,500	1	2	4												
KASKASKIA	51,900	1	1	6	44,634	1	1	3	39,029	1	4	4				
KISHWAUKEE	85,100	1	24	2	52,300	1	3	2	66,531	1	9	4				
REND LAKE	96,140	1	3	2									52,251	1	3	4
SAUK VALLEY	79,000	1	0	3					50,997	1	0	4				
ILLINOIS EASTERN	66,704	1	6	4					45,448	2	0	4				
ILLINOIS VALLEY	76,225	1	9	3					52,062	1	5	3				
KANKAKEE	85,942	1	12	3					89,217	1	6	4	92,337	1	13	4
LAKE LAND	79,800	1	1	4					63,500	1	0	3				
LEWIS & CLARK	148,502	1	1	2									57,054	1	10	4
LOGAN	72,381	1	21	4					57,775	1	7	4				
MC HENRY	92,665	1	1	3	79,374	1	10	4	58,398	1	4	4	76,105	1	3	4
BLACK HAWK	89,990	1	11	4												
HEARTLAND	80,091	1	5	3	38,675	1	1	3					61,701	1	11	4
ILLINOIS CENTRAL	87,570	1	6	4					56,295	1	1	6	71,714	1	8	6
LINCOLN LAND	86,920	1	2	3	67,500	1	3	4	59,729	1	16	4	49,966	1	6	3
PARKLAND	88,051	1	9	4	62,000	1	6	4	71,845	1	8	4				
RICHLAND					60,320	1	1	3	77,058	1	16	4				
ROCK VALLEY	99,071	1	4	3	90,000	1	2	3	50,587	1	0	4	53,152	1	0	4
SOUTHWESTERN	102,212	1	2	2	58,831	1	22	4	51,480	1	6	4				
ELGIN	98,897	1	1	4	70,000	1	0	4	83,156	1	11	6	80,925	1	5	6
MORTON	85,305	1	15	4					56,610	1	2	4	65,282	1	4	4
PRAIRIE STATE	64,890	1	1	4	45,527	1	4	4	42,179	1	3	4	68,805	1	3	4
SOUTH SUBURBAN	80,842	1	5	4	85,857	1	11	4	53,525	1	5	4	75,959	1	2	4
WAUBONSEE	94,831	1	2	3					61,190	1	0	4	61,190	1	0	4
CHICAGO	138,802	1	17	2					63,042	6	23	4				
DUPAGE	132,836	1	18	2	105,944	1	11	4	4 85,472	1	6	4				
HARPER	133,093	1	10	2					90,832	1	27	4	85,000	1	0	4
JOLIET	83,339	1	4	3	65,003	1	2	4	4 58,711	1	3	6				
LAKE COUNTY	97,869	1	9	4	91,469	1	4	3	3 67,492	1	3	4	64,480	1	1	4
MORAINE VALLEY	113,667	1	1	4	63,882	1	16	4	4 74,092	1	4	4	75,470	1	3	4
OAKTON	84,288	1	1	4	111,551	1	17	3	3 66,000	1	0	4	76,000	1	0	4
TRITON	86,609	1	3	3					6 58,753	1	8	4				
NUMBER OF PERSONS	36				20				39				22			
AVERAGES	$87,275				$66,792				$60,997				$64,645			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

	Director Financial Aid				Director Job Placement				Director Stu. Activities				Director Library/LRC			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	56,420	1	8	4									66,500	1	3	4
SHAWNEE	42,333	1	1	4	40,000	1	4	4					62,918	1	33	3
SOUTHEASTERN	45,352	1	9	4									47,955	2	8	4
SPOON RIVER													44,004	1	1	3
WOOD	53,199	1	8	4	37,464	1	0	4					41,590	1	11	4
DANVILLE	48,916	1	5	4	38,966	1	5	6					57,899	1	9	4
HIGHLAND																
KASKASKIA	40,482	1	1	4	30,102	1	1	4					41,432	1	0	4
KISHWAUKEE													42,000	1	1	3
REND LAKE	56,500	1	22	4									39,710	1	0	4
SAUK VALLEY	48,828	1	4	4									58,000	1	0	4
ILLINOIS EASTERN	39,983	4	9	4									36,377	4	5	4
ILLINOIS VALLEY	40,900	1	1	3	43,576	1	2	4								
KANKAKEE	67,136	1	15	4	34,010	1	4	6	39,789	1	9	6	53,950	1	2	4
LAKE LAND																
LEWIS & CLARK	50,471	1	2	4									63,300	1	6	3
LOGAN	42,037	1	5	4	62,034	1	0	4	47,100	1	8	4	41,361	1	4	4
MC HENRY					47,006	1	2	4	68,531	1	0	4	59,000	1	0	4
BLACK HAWK																
HEARTLAND													42,000	1	1	4
ILLINOIS CENTRAL	74,742	1	18	6												
LINCOLN LAND	56,849	1	11	3	59,414	1	17	4	38,101	1	0	4	63,945	1	1	5
PARKLAND	66,190	1	14	4	52,475	1	8	4	45,837	1	4	4	58,901	1	3	4
RICHLAND	51,119	1	9	6	49,734	1	7	6	36,000	1	0	6	79,000	1	21	4
ROCK VALLEY									49,452	1	2	6	65,750	1	3	4
SOUTHWESTERN	58,275	1	1	4	73,500	1	11	4	46,710	1	12	4	80,657	1	4	4
ELGIN	78,822	1	8	6	55,091	1	13	4	78,822	1	10	6				
MORTON													67,197	1	12	4
PRAIRIE STATE	45,354	1	7	4	42,157	1	4	4					68,156	1	17	3
SOUTH SUBURBAN	56,118	1	7	4	55,311	1	3	6	53,959	1	8	4				
WAUBONSEE																
CHICAGO	63,680	6	22	4												
DUPAGE	96,655	1	8	4					84,053	1	12	4	115,468	1	17	4
HARPER									85,197	1	27	4				
JOLIET	57,057	1	5	6	55,327	1	1	6	53,598	1	2	6				
LAKE COUNTY	62,733	1	2	4	60,861	1	9	4	48,672	1	2	4	82,160	1	1	4
MORAINE VALLEY	60,060	1	12	4	55,146	1	2	4	58,231	1	19	4	78,568	1	0	4
OAKTON	67,879	1	3	4					85,530	1	17	4	90,603	1	12	4
TRITON	55,666	1	6	4									92,036	1	1	3
NUMBER OF PERSONS	36				18				16				32			
AVERAGES	$56,170				$49,565				$57,474				$59,298			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG					50,450	1	9	4								
SHAWNEE	50,728	2	18	3	30,671	1	0	4	43,603	1	23	6				
SOUTHEASTERN					45,790	2	14	4								
SPOON RIVER																
WOOD	42,874	1	3	4	51,408	1	24	4	41,590	1	5	4	41,590	1	5	4
DANVILLE	47,860	1	0	5					81,720	1	16	4				
HIGHLAND					48,828	1	6	4	50,936	1	6	4	48,500	1	1	4
KASKASKIA					50,966	1	1	2	44,663	1	3	4	44,168	1	18	6
KISHWAUKEE	45,000	1	0	5	61,400	1	2	2								
REND LAKE					47,077	1	23	4								
SAUK VALLEY	67,521	1	3	4	65,232	1	3	4	56,649	1	10	4	56,077	1	7	4
ILLINOIS EASTERN					32,960	4	9	4	38,204	1	1	4	36,824	5	8	4
ILLINOIS VALLEY	63,402	1	1	3	45,423	1	8	4	60,744	1	6	3	70,186	1		4
KANKAKEE	107,860	1	1	2	44,138	1	1	4								
LAKE LAND	66,113	2	3	2	42,544	1	4	4							11	
LEWIS & CLARK	75,679	1	13	4	70,000	1	8	3								
LOGAN	57,528	1	11	4	69,204	1	17	4	68,193	1	5	4	53,949	1	2	4
MC HENRY	104,001	1	4	2	67,798	1	2	4	82,004	1	6	3	69,650	1	6	4
BLACK HAWK									66,073	1	1	4				
HEARTLAND	55,913	1	2	3	50,071	1	4	3	51,961	1	4	3	42,228	1	4	3
ILLINOIS CENTRAL	65,678	1	1	4	71,411	1	2	6	70,890	1	1	4				
LINCOLN LAND					69,201	1	1	4	59,291	1	2	3	54,316	1	4	4
PARKLAND	77,073	1	19	4	54,446	1	3	4	86,631	1	6	2				
RICHLAND	45,000	1	0	3	59,383	1	6	3	55,640	1	1	4				
ROCK VALLEY	91,877	1	2	2	84,922	1	27	4	57,785	1	0	4	63,891	1	2	4
SOUTHWESTERN	85,869	1	17	4	61,998	1	4	4	92,473	1	19	2	66,438	1	15	4
ELGIN					98,230	1	31	4	89,945	1	2	4	68,052	1	35	4
MORTON	65,623	1	1	4					77,212	1	1	4				
PRAIRIE STATE	51,500	1	0	4	48,105	1	3	4	56,172	1	11	4	60,770	1	0	4
SOUTH SUBURBAN									75,959	1	2	4				
WAUBONSEE	70,000	1	0	3	72,681	1	15	3	72,681	1	11	3	65,057	1	4	3
CHICAGO	50,549	1	11	4	95,000	1	1	4	143,181	1	4	2	94,377	7	19	4
DUPAGE					106,977	1	20	4	96,682	1	1	4	89,596	1	8	4
HARPER									106,555	1	21	4				
JOLIET	72,115	1	3	4	73,831	1	1	4	76,865	1	4	4	83,427	1	22	6
LAKE COUNTY	54,271	1	8	6	75,582	1	11	4	88,563	1	13	4	50,394	1	3	4
MORAINE VALLEY	64,100	1	19	4	66,218	1	3	4	64,507	1	3	4				
OAKTON	63,500	1	1	4	101,735	1	1	4	88,144	1	10	4	67,859	1	3	4
TRITON	52,250	1	0	4	56,728	1	0	4	80,445	1	4	3	83,873	1	2	3
NUMBER OF PERSONS	28				37				31				31			
AVERAGES	$64,669				$59,867				$71,805				$65,315			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG	47,290	1	0	4	54,970	1	7	4					50,450	1	3	6
SHAWNEE					53,690	1	16	3								
SOUTHEASTERN					40,000	1	6	6					45,000	1	0	6
SPOON RIVER	39,596	1	10	3	44,139	1	8	3								
WOOD	52,286	1	5	4	48,495	1	0	4	44,000	1	0	4				
DANVILLE	67,342	1	26	4	48,071	1	9	5	41,905	1	0	6				
HIGHLAND	58,035	1	9	4					50,966	1	8	4				
KASKASKIA	51,900	1	1	4	42,119	1	15	4	33,216	1	1	5	36,000	1	3	4
KISHWAUKEE					68,500	1	20	2								
REND LAKE	71,000	1	7	4									58,000	1	7	4
SAUK VALLEY	65,665	1	8	4					52,643	1	9	4				
ILLINOIS EASTERN					70,330	1	0	4								
ILLINOIS VALLEY	56,299	1	5	3	36,810	1	1	4	49,716	1	4	4	49,024	1	2	0
KANKAKEE	81,205	1	24	4	55,213	1	0	4	62,122	1	9	4				
LAKE LAND	42,000	1	0	4	68,301	1	2	4								
LEWIS & CLARK	75,850	1	0	3	52,399	1	6	4	98,822	1	10	2				
LOGAN	58,270	1	7	4	57,208	1	6	4	68,696	1	2	4				
MC HENRY	77,626	1	6	3	55,561	1	3	4	66,574	1	12	4	76,837	1	2	3
BLACK HAWK																
HEARTLAND	74,590	1	4	3	47,236	1	4	3					64,344	1	11	3
ILLINOIS CENTRAL	62,648	2	0	4												
LINCOLN LAND	50,750	1	1	4	80,512	1	16	3	43,424	1	2	4	72,308	1	8	3
PARKLAND	68,290	1	2	4	57,799	1	15	4	30,055	1	6	4				
RICHLAND	64,970	1	4	4	45,789	1	5	4					63,201	1	8	4
ROCK VALLEY	65,595	1	2	4	49,876	1	11	4								
SOUTHWESTERN	67,489	1	20	4	85,412	1	31	4	63,514	1	23	4	69,325	1	32	4
ELGIN	105,955	1	9	4	79,484	1	2	6	54,033	1	2	4	78,621	1	1	4
MORTON	63,298	1	3	4												
PRAIRIE STATE	67,681	1	3	4					41,571	1	1	4				
SOUTH SUBURBAN	55,589	1	3	4	98,163	1	2	2								
WAUBONSEE	73,198	1	3	3	65,410	1	2	4					85,703	1	11	3
CHICAGO	132,192	1	2	2	78,770	8	17	3								
DUPAGE					98,487	1	13	5	102,566	1	11	5	88,229	1	2	4
HARPER	92,000	1	0	4									87,228	1	6	5
JOLIET	67,809	1	4	4	87,912	1	3	4	62,435	1	7	6	82,933	1	0	4
LAKE COUNTY	86,075	1	28	4	50,637	1	6	5	85,012	1	33	4	65,504	1	19	4
MORAINE VALLEY	80,850	1	0	4	64,391	1	22	4	61,279	1	19	4	81,506	1	0	4
OAKTON	102,710	1	4	4					72,657	1	1	4	90,267	1	12	4
TRITON	77,163	1	7	4	58,000	1	0	4					57,000	1	0	4
NUMBER OF PERSONS	34				37				20				19			
AVERAGES	$69,584				$64,737				$59,260				$68,499			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2003

	Director Business/Industry Center			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position*	Admin. Level
SANDBURG				
SHAWNEE	47,425	1	11	4
SOUTHEASTERN	42,000	1	16	4
SPOON RIVER				
WOOD	49,554	1	0	4
DANVILLE				
HIGHLAND	45,150	1	2	4
KASKASKIA	62,280	1	1	4
KISHWAUKEE				
REND LAKE	58,000	1	7	3
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	54,563	1	13	3
KANKAKEE				
LAKE LAND	61,112	1	7	4
LEWIS & CLARK	61,190	1	1	4
LOGAN	56,640	1	5	4
MC HENRY	81,012	1	13	4
BLACK HAWK				
HEARTLAND				
ILLINOIS CENTRAL	64,155	1	4	6
LINCOLN LAND	46,000	1	0	4
PARKLAND	57,799	1	2	4
RICHLAND				
ROCK VALLEY	77,861	1	24	4
SOUTHWESTERN	65,610	1	6	4
ELGIN				
MORTON				
PRAIRIE STATE	58,527	1	9	4
SOUTH SUBURBAN	83,832	1	1	4
WAUBONSEE	80,000	1	34	4
CHICAGO	60,316	7	4	4
DUPAGE				
HARPER				
JOLIET				
LAKE COUNTY	85,490	1	3	4
MORAINE VALLEY				
OAKTON	74,352	1	5	4
TRITON	61,800	1	0	4
NUMBER OF PERSONS	29			
AVERAGES	$61,950			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

SUMMARY OF FISCAL YEAR 2003 MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2003 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

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Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED AND OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2003*

	Number of Employees	Low Salary	High Salary	Average Salary
Accountant I	43	1,679	4,357	2,705
Accountant II	31	1,920	5,411	2,906
Account Clerk I	107	1,379	3,374	2,223
Account Clerk II	109	1,620	3,726	2,508
Admissions/Records Assistant	156	1,440	2,778	2,030
Admissions/Records Supervisor	64	2,465	6,569	3,508
Audio/Visual Services Manager	19	1,940	5,867	3,524
Bookstore Manager	22	2,267	5,280	3,506
Clerk Typist	533	1,281	2,955	2,086
Computer Operator I	29	1,558	3,463	2,431
Computer Operator II	36	1,499	4,950	2,668
Computer Programmer I	1	2,725	2,725	2,725
Computer Programmer II	27	2,082	4,502	3,342
Computer Systems Analyst	69	1,574	6,817	4,085
Building Custodian	749	1,432	3,485	2,177
Building Services Supervisor	94	1,898	7,116	3,146
Data Entry Operator	24	1,531	3,094	2,380
Library Assistant	177	1,079	3,775	2,197
Programmer/Analyst	49	2,699	6,034	4,048
Purchasing Assistant	24	1,603	3,898	2,539
Purchasing Supervisor	13	2,126	5,671	3,982
Telephone Operator	79	1,112	2,925	2,039
Secretary-General	763	1,505	2,812	2,154
Secretary-Administrative	433	1,722	3,491	2,620
Secretary-Executive	143	1,840	5,007	3,314
Security Officer/Guard	151	1,567	3,589	2,437
Security Supervisor	37	2,500	6,064	4,024
Shipping/Receiving Assistant	63	1,281	4,002	2,223
Administrator, Local Area Network	29	2,533	7,454	4,594
Telecommunications, Technician	43	1,788	5,539	3,203
Coordinator, Telecommunications	13	1,646	5,508	4,028
Program Administrative Assistant	43	1,730	3,541	2,638
Accountant III	20	2,330	6,339	3,728
Computer programmer III	5	3,675	5,854	4,840

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2002

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2002. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

SUMMARY OF AVERAGE FISCAL YEAR 2002 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range Low	District Range High	State Average
Administrative	$3,401	$18,724	$8,419
9-Month Teaching Faculty	$4,201	$11,890	$7,879
12-Month Teaching Faculty	$3,807	$11,465	$7,639
9-Month Other Professional (Nonteaching)	$2,633	$15,856	$7,806
12-Month Other Professional (Nonteaching)	$2,776	$15,156	$7,094
Classified	$3,034	$11,227	$7,105

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2002

District	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
SANDBURG	X		X	X	X		X	X	X		X	X
SHAWNEE	X			X			X	X	X		X	
SOUTHEASTERN	X			X	X		X	X	X		X	
SPOON RIVER	X	X		X	X	X	X	X			X	X
WOOD	X	X	X	X	X	X	X	X	X	X	X	
DANVILLE	X		X				X	X	X		X	X
HIGHLAND	X	X	X	X	X		X	X			X	X
KASKASKIA	X	X		X	X		X	X	X		X	
KISHWAUKEE	X	X	X	X			X	X	X		X	X
REND LAKE	X			X			X	X	X		X	X
SAUK VALLEY	X	X		X	X		X	X	X		X	X
ILLINOIS EASTERN	X		X	X	X		X	X	X		X	
ILLINOIS VALLEY	X	X		X	X		X	X	X		X	
KANKAKEE	X	X	X	X			X	X	X	X	X	X
LAKE LAND	X	X	X	X			X	X	X		X	
LEWIS & CLARK	X	X	X	X			X	X	X	X		
LOGAN	X	X		X	X		X	X	X		X	
MC HENRY	X	X		X	X		X	X			X	X
BLACK HAWK	X	X	X	X			X			X	X	X
HEARTLAND	X	X	X	X	X		X			X	X	X
ILLINOIS CENTRAL	X	X		X	X		X	X	X	X	X	X
LINCOLN LAND	X		X	X			X	X	X		X	
PARKLAND	X	X	X	X	X		X	X	X	X	X	X
RICHLAND	X	X	X	X	X		X			X	X	
ROCK VALLEY	X	X	X	X	X		X	X	X		X	X
SOUTHWESTERN	X	X		X			X	X	X		X	X
ELGIN	X	X	X	X			X	X			X	X
MORTON	X		X	X			X	X	X		X	
PRAIRIE STATE	X	X	X	X	X		X			X	X	X
SOUTH SUBURBAN	X		X	X	X		X	X			X	X
WAUBONSEE	X	X	X	X			X	X	X	X	X	X
CHICAGO	X		X	X	X	X	X	X	X	X	X	X
DUPAGE	X	X	X	X		X	X	X	X		X	X
HARPER	X	X	X	X	X		X			X		
JOLIET	X	X		X				X	X		X	
LAKE COUNTY	X		X	X	X		X	X	X	X	X	X
MORAINE VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X		X	X
TRITON	X	X	X	X	X				X		X	X
TOTALS	39	27	26	38	22	4	37	33	29	14	37	25

*Usually for select administrators only
SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2002 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Administrative			9 Mos. Faculty			12 Mos. Faculty		
District	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	24	162,597	6,775	63	364,744	5,790			
SHAWNEE	12	56,687	4,741	38	167,703	4,413	1	3,807	3,807
SOUTHEASTERN	36	189,534	5,265	65	313,116	4,817	4	18,602	4,651
SPOON RIVER	14	126,408	9,029	38	250,072	6,581			
WOOD	5	33,538	6,708	51	271,430	5,322	3	15,991	5,330
DANVILLE	20	135,244	6,762	47	232,689	4,951			
HIGHLAND	22	226,270	10,285	46	441,605	9,600			
KASKASKIA	54	462,520	8,565	64	618,503	9,664			
KISHWAUKEE	16	81,729	5,108	71	317,369	4,470			
REND LAKE	32	143,868	4,496	56	267,515	4,777	2	8,888	4,444
SAUK VALLEY	21	201,033	9,573	53	485,701	9,164	1	6,899	6,899
ILLINOIS EASTERN	33	142,738	4,325	90	378,133	4,201	12	47,106	3,926
ILLINOIS VALLEY	21	233,702	11,129	84	537,186	6,395	3	27,659	9,220
KANKAKEE	65	420,631	6,471	54	348,068	6,446			
LAKE LAND	18	134,356	7,464	103	667,225	6,478			
LEWIS & CLARK	42	219,886	5,235	65	327,959	5,046			
LOGAN	43	289,567	6,734	104	692,436	6,658			
MC HENRY	40	456,260	11,407	78	817,148	10,476			
BLACK HAWK	9	86,959	9,662	128	1,035,416	8,089	6	52,201	8,700
HEARTLAND	36	204,192	5,672	55	240,845	4,379	7	33,779	4,826
ILLINOIS CENTRAL	31	268,435	8,659	161	1,297,792	8,061			
LINCOLN LAND	60	204,071	3,401	118	557,620	4,726			
PARKLAND	42	354,714	8,446	169	1,374,246	8,132			
RICHLAND	34	180,956	5,322	67	336,666	5,025	3	17,693	
ROCK VALLEY	43	259,357	6,032	131	812,124	6,199	9	51,539	5,727
SOUTHWESTERN	25	136,386	5,455	126	634,521	5,036	2	12,912	6,456
ELGIN	48	438,554	9,137	95	1,106,941	11,652			
MORTON	15	135,995	9,066	54	445,164	8,244			
PRAIRIE STATE	43	284,093	6,607	80	355,989	4,450			
SOUTH SUBURBAN	30	266,208	8,874	113	789,205	6,984			
WAUBONSEE	28	211,228	7,544	72	486,658	6,759			
CHICAGO	118	1,225,794	10,388	492	5,293,384	10,759	35	401,289	11,465
DUPAGE	42	382,446	9,106	279	2,310,135	8,280			
HARPER	42	605,748	14,423	183	1,642,971	8,978			
JOLIET	67	739,140	11,032	168	1,997,481	11,890			
LAKE COUNTY	51	954,902	18,724	167	1,577,643	9,447			
MORAINE VALLEY	27	289,404	10,719	161	1,680,610	10,439			
OAKTON	29	311,791	10,751	131	1,040,560	7,943			
TRITON	30	260,054	8,668	116	862,062	7,432	9	42,637	4,737
TOTALS/AVERAGES	1,368	11,517,194	8,419	4,236	33,376,635	7,879	97	741,003	7,639

SOURCE OF DATA: Salary Submission (C2)

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Table 20
(Continued)
FISCAL YEAR 2002 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
District	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	5	34,013	6,803	63	320,478	5,087	52	248,734	4,783
SHAWNEE				18	81,849	4,547	34	136,086	4,003
SOUTHEASTERN	2	12,163	6,082	24	130,436	5,435	44	210,041	4,774
SPOON RIVER	1	7,816	7,816	32	230,453	7,202	32	225,221	7,038
WOOD				60	319,026	5,317	65	283,836	4,367
DANVILLE	2	9,992	4,996	35	216,058	6,173	85	421,053	4,954
HIGHLAND				34	251,582	7,399	61	424,823	6,964
KASKASKIA							87	690,445	7,936
KISHWAUKEE	13	62,585	4,814	50	238,817	4,776	65	279,427	4,299
REND LAKE				63	264,950	4,206	56	213,173	3,807
SAUK VALLEY	2	17,198	8,599	31	256,263	8,267	50	419,862	8,397
ILLINOIS EASTERN				101	393,028	3,891	76	303,936	3,999
ILLINOIS VALLEY				77	427,165	5,548	77	442,647	5,749
KANKAKEE				50	298,083	5,962	70	428,804	6,126
LAKE LAND	20	153,756	7,688	56	353,967	6,321	90	595,215	6,614
LEWIS & CLARK				42	219,637	5,229	72	349,289	4,851
LOGAN				96	495,143	5,158	123	631,751	5,136
MC HENRY	9	102,336	11,371	89	810,285	9,104	61	536,104	8,789
BLACK HAWK	5	32,669	6,534	4	23,840	5,960	249	1,763,219	7,081
HEARTLAND	3	14,513		52	203,507	3,914	41	175,874	4,290
ILLINOIS CENTRAL	2	15,911	7,956	5	40,905	8,181	294	2,218,017	7,544
LINCOLN LAND	2	5,265	2,633	102	298,741	2,929	139	421,714	3,034
PARKLAND	13	92,041	7,080	121	850,185	7,026	106	598,005	5,642
RICHLAND				45	205,178	4,560	73	304,919	4,177
ROCK VALLEY*	2	10,761	5,381	91	505,570	5,556	152	820,912	5,401
SOUTHWESTERN	4	19,051	4,763	103	380,720	3,696	181	660,243	3,648
ELGIN	9	98,096	10,900	80	616,304	7,704	105	949,566	9,043
MORTON							105	882,197	8,402
PRAIRIE STATE	3	47,567	15,856				130	409,502	3,150
SOUTH SUBURBAN	22	150,772	6,853	109	733,886	6,733	106	730,039	6,887
WAUBONSEE	4	22,281	5,570				132	883,363	6,692
CHICAGO	16	166,024	10,377	356	3,982,493	11,187	607	6,341,371	10,447
DUPAGE	29	208,649	7,195				473	3,667,553	7,754
HARPER	19	125,426	6,601	188	1,476,995	7,856	257	1,677,344	6,527
JOLIET				91	1,057,649	11,623	138	1,549,302	11,227
LAKE COUNTY	13	131,956	10,150	4	60,623	15,156	274	2,684,317	9,797
MORAINE VALLEY	17	173,033	10,178	133	1,375,346	10,341	179	1,861,830	10,401
OAKTON	18	149,587	8,310				293	2,068,768	7,061
TRITON	12	64,549	5,379	65	403,811	6,212	227	1,294,548	5,703
TOTALS/AVERAGES	247	1,928,010	7,806	2,470	17,522,972	7,094	5,461	38,803,050	7,105

SOURCE OF DATA: Salary Submission (C2)

* Rock Valley Underwent Internal Employee Reclassification During the Past Fiscal Year

Section X

FISCAL YEAR 2003
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 2003 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

SUMMARY OF FISCAL YEAR 2003 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	0.0%	13.9%	5.2%
Faculty (9 and 12 Months)	0.0%	8.1%	5.1%
Other (Nonteaching) Professional (9 and 12 Months)	0.0%	7.8%	4.7%
Classified	0.0%	7.7%	4.7%

*Weighted

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Table 22

FISCAL YEAR 2003 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
SANDBURG	4.5 %	4.5 %	4.5 %	4.5 %
SHAWNEE	5.1	5.1	5.1	5.1
SOUTHEASTERN	5.0	3.0	4.1	5.0
SPOON RIVER	2.9	3.0	3.4	0.2
WOOD	5.5	5.5	5.5	5.5
DANVILLE	5.5	6.0	5.2	5.0
HIGHLAND	0.0	0.0	0.0	0.0
KASKASKIA	8.9	3.8	4.6	4.0
KISHWAUKEE	5.0	5.0	5.0	5.0
REND LAKE	2.9	0.0	1.0	0.0
SAUK VALLEY	4.8	5.5	5.1	4.2
ILLINOIS EASTERN	5.0	5.2	5.0	6.0
ILLINOIS VALLEY	4.5	4.5	4.5	4.5
KANKAKEE	7.8	8.1	6.1	6.9
LAKE LAND	13.9	7.5	6.0	7.7
LEWIS & CLARK	10.3	5.9	6.1	6.6
LOGAN	5.1	4.8	5.4	7.0
MC HENRY	9.7	7.6	7.8	7.1
BLACK HAWK	3.9	4.5	4.6	4.7
HEARTLAND	3.0	3.0	2.8	3.0
ILLINOIS CENTRAL	4.5	5.4	4.4	4.1
LINCOLN LAND	2.9	8.0	4.7	5.1
PARKLAND	5.6	5.5	5.1	5.3
RICHLAND	4.0	4.5	4.0	4.0
ROCK VALLEY	4.8	5.4	5.9	5.5
SOUTHWESTERN	5.0	6.2	5.1	5.0
ELGIN	5.0	6.8	5.3	5.2
MORTON	2.5	5.1	4.5	4.5
PRAIRIE STATE	3.0	5.5	3.7	3.3
SOUTH SUBURBAN	5.5	5.1	4.7	4.7
WAUBONSEE	5.4	6.5	6.5	6.2
CHICAGO	4.0	3.0	3.0	3.0
DUPAGE	5.7	7.0	5.4	5.5
HARPER	5.0	5.0	5.0	5.0
JOLIET	4.0	4.0	4.0	4.0
LAKE COUNTY	4.0	6.0	5.3	4.0
MORAINE VALLEY	5.0	5.0	5 0	5.0
OAKTON	4.8	7.0	6.7	5.1
TRITON	4.5	5.9	5.0	4.5
TOTALS/AVERAGES	5.2 %	5.1 %	4.7 %	4.7 %

SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

Section XI

FISCAL YEAR 2002 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 2002 and the average total salaries paid to full-time faculty in fiscal year 2002. The fiscal year 2002 average total salary actually paid includes all overloads and compensation for extra assignments paid to full-time faculty from July 1, 2001 to June 30, 2002.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2002 for those districts reporting data is $8,324 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2002. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 2002 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2002 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2002 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2002 Full-Time Average Faculty Contractual Base Salary	FY 2002 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
SANDBURG	44,636	49,090	4,454	10.0
SHAWNEE	44,673	45,660	987	2.2
SOUTHEASTERN	44,324	47,633	3,309	7.5
SPOON RIVER	42,878	48,751	5,873	13.7
WOOD	40,449	45,290	4,841	12.0
DANVILLE	41,727	48,929	7,202	17.3
HIGHLAND	56,252	64,066	7,814	13.9
KASKASKIA	44,414	45,732	1,318	3.0
KISHWAUKEE	42,762	47,059	4,297	10.0
REND LAKE	47,357	51,557	4,200	8.9
SAUK VALLEY	42,349	47,619	5,269	12.4
ILLINOIS EASTERN	42,071	49,973	7,901	18.8
ILLINOIS VALLEY	47,407	48,894	1,486	3.1
KANKAKEE	55,094	63,378	8,284	15.0
LAKE LAND	41,211	49,944	8,733	21.2
LEWIS & CLARK	51,815	59,084	7,269	14.0
LOGAN	51,605	60,140	8,535	16.5
MC HENRY	52,550	63,175	10,625	20.2
BLACK HAWK	50,164	57,766	7,602	15.2
HEARTLAND	44,134	47,561	3,427	7.8
ILLINOIS CENTRAL	43,295	54,863	11,569	26.7
LINCOLN LAND	59,109	64,864	5,755	9.7
PARKLAND	52,007	55,121	3,114	6.0
RICHLAND	44,868	50,029	5,161	11.5
ROCK VALLEY	50,596	53,317	2,720	5.4
SOUTHWESTERN	52,720	59,547	6,828	13.0
ELGIN	73,285	93,395	20,110	27.4
MORTON	56,247	63,065	6,818	12.1
PRAIRIE STATE	52,201	58,360	6,159	11.8
SOUTH SUBURBAN	55,729	64,393	8,664	15.5
WAUBONSEE	52,216	56,972	4,756	9.1
CHICAGO	66,062	74,766	8,704	13.2
DUPAGE	66,172	74,957	8,785	13.3
HARPER	60,930	64,916	3,986	6.5
JOLIET	59,121	68,185	9,064	15.3
LAKE COUNTY	74,521	89,966	15,445	20.7
MORAINE VALLEY	53,477	71,829	18,352	34.3
OAKTON	67,533	74,279	6,746	10.0
TRITON	60,398	74,423	14,025	23.2
WEIGHTED AVERAGES	55,614	63,937	8,324	15.0

SOURCE OF DATA: Faculty/Staff/Salary Submission (C1)

Illinois Community College Board

Table 24

FISCAL YEAR 2002 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
SANDBURG	57,019	30,740	18,858
SHAWNEE	51,494	26,021	18,877
SOUTHEASTERN	49,964	36,288	22,264
SPOON RIVER	59,235	30,540	19,788
WOOD	55,214	30,522	21,784
DANVILLE	52,156	27,443	22,167
HIGHLAND	57,904	32,724	23,731
KASKASKIA	39,944	43,602	28,724
KISHWAUKEE	76,468	35,409	21,351
REND LAKE	58,464	29,135	23,058
SAUK VALLEY	60,979	35,756	24,208
ILLINOIS EASTERN	55,467	31,915	24,407
ILLINOIS VALLEY	63,773	32,900	23,732
KANKAKEE	53,595	30,844	24,311
LAKE LAND	64,282	34,751	26,661
LEWIS & CLARK	60,698	31,543	25,580
LOGAN	59,350	35,092	24,881
MCHENRY	63,621	37,916	25,619
BLACK HAWK	85,889	39,619	25,026
HEARTLAND	66,137	28,147	24,369
ILLINOIS CENTRAL	72,265	37,206	26,619
LINCOLN LAND	56,341	33,966	26,595
PARKLAND	77,800	38,171	29,988
RICHLAND	57,603	27,624	21,657
ROCK VALLEY	60,369	41,383	26,981
SOUTHWESTERN	72,987	42,987	27,398
ELGIN	68,934	54,971	36,000
MORTON	54,577	36,699	29,062
PRAIRIE STATE	67,109	40,818	29,261
SOUTH SUBURBAN	72,789	44,931	25,586
WAUBONSEE	66,289	37,883	27,263
CHICAGO	82,857	44,190	32,163
DUPAGE	93,876	49,237	33,380
HARPER	93,382	41,883	31,855
JOLIET	54,797	39,250	36,324
LAKE COUNTY	90,468	47,317	33,551
MORAINE VALLEY	79,684	41,120	26,739
OAKTON	85,347	52,730	32,978
TRITON	67,944	48,139	30,191
WEIGHTED AVERAGE	66,626	40,625	28,520

SOURCE OF DATA: Salary Submission (C1)

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1999 TO 2003

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 25

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS IN ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEARS 1999 TO 2003

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Faculty (9 Month)	$53,417	$53,974	$54,541	$55,824	$56,271
Faculty (12 Month)	$42,180	$42,504	$44,234	$46,795	$45,871
Administrators (12 Month)	$61,563	$63,327	$64,155	$66,327	$68,853
Other Professionals (9 Month)	$50,400	$51,601	$53,296	$54,604	$54,646
Other Professionals (12 Month)	$35,943	$37,637	$38,756	$40,098	$40,927

SOURCE OF DATA: ICCB Salary Reports

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